

EQUALITY AND DIVERSITY POLICY - SUMMARY STATEMENT

As a provider of services to students, employers and the wider community we are committed to equality of opportunity for all. We respect the differences of the people we serve and the staff we employ regardless of age, disability, ethnic or national origin, gender, race, religion or sexual orientation.

Our Commitments We

aim to:

- Create an environment in which everyone is able to achieve their full potential
- Be pro-active in promoting equality of opportunity for our staff, students, visitors, customers and suppliers
- Consider equality of opportunity when making strategic and operational plans, developing policies and procedures, delivering and assessing the curriculum, recruiting and employing staff, engaging contractors and procuring services
- Consult with people in order to assess the impact of our actions
- Identify actions to improve equality and publish the results

Achieving our aims

We will achieve our aims by:

- Creating an equality scheme to promote good practice and meet our statutory obligations
- Monitoring our equality scheme and refining it to make continuous improvements in equality
- Consulting widely through a range of sources
- Expecting all members of the College community to share our commitments and work towards equality of opportunity for all
- Publish reports of our progress and seek feedback

Your role

You can assist us by:

- Sharing our commitment to equality of opportunity
- Endorsing our equality policy summary if you are a supplier, and sharing your equality policy with us
- Providing your feedback if you are a customer or user of our service
- Understanding your responsibilities and promoting equality in your day-to-day work if you are an employee



Marco Iciek

Director of Learner Development &
Inclusion



Mike Tadman

Director of Human Resources

Chelmsford College is a **Positive about Disabled** employer and is accredited to the **Committed to Equality** standard and we will provide contact details for these organisations on request.



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